

Position Title:	Post-Doctoral Research Scientist - Animal Health
Reports to:	Science Team Leader, Animal Health
Group:	Animal Science
Client(s):	Internal colleagues and external customers
Location:	Grasslands

Definition of Business

AgResearch is one of New Zealand's leading research organisations. We work for the benefit of New Zealand, collaborating closely with industry partners to achieve the outcomes they need. AgResearch's purpose is to enhance the value, productivity and profitability of New Zealand's pastoral, agri-food and agri-technology sector value chains to contribute to economic growth and beneficial environmental and social outcomes for New Zealand.

The **Animal Science Group** encompasses a wide range of disciplines, with the purpose of improving the nutrition, health, quality traits and reproductive performance of animals to achieve efficient and sustainable animal production and delivery of high quality animal products.

The **Animal Health Team** is focussed on utilising its unique combination of multidisciplinary skills to undertake research into the diagnosis, management and treatment of livestock diseases. The Team is well resourced as well as having access to a wider range of resources, such as mass spectrometry protein analysis, sequencing and bioinformatics capability.

Position Scope

This role will be part of a multi-disciplinary project team delivering high quality science outcomes relevant to pastoral industry priorities. The objective of this Fixed-Term position is to establish the seasonal biology of lungworm and *Ostertagia* infection in young and adult red deer. The job holder will be based at AgResearch Grasslands under the guidance of Dr David Leathwick and will have access to deer at the AgResearch Invermay deer unit and commercial farms. He/she will develop connections with relevant industry stakeholders and develop a sound understanding of the challenges that are currently being faced.

Purpose

To design and deliver high quality research in alignment with the AgResearch Statement of Corporate Intent. The primary output would be science papers in peer-reviewed parasitological journals. The project, led primarily by the job holder is expected to deliver a strategic treatment programmes for the control of lungworm and *Ostertagia* parasites in deer, and possibly an app which can be tailored (based on local weather) for any farm in NZ. Additional outputs will inform researchers about on-going options to develop new diagnostic tests for sub-clinical parasitism in farmed deer.

Person Specification

Key Liaisons

Researchers in other disciplines within AgResearch and internationally. Scientists within the wider pastoral research communities, both in New Zealand and internationally. Relevant industry customers, producer groups, farmers and other industry stakeholders.

Delegated Authority

As per delegations policy.

Key Result Areas

This project aims to Improved control, and reduced impacts, of parasitism in farmed deer through the ability to develop more effective strategic drenching programmes and more accurate diagnostic tools..

The Scientist shall act within some or all of the following Key Result Areas:

Research Strategy and Delivery

- Plans, conducts and coordinates detailed phases of work for major projects or complete projects of moderate size.
- Contributes to high quality research outputs and achievement of project goals within budget.
- Displays a collaborative ethos, including a 'right teams' approach that optimally draws on knowledge and capability across the organisation to deliver the best possible outcome.
- Coordinates work within the project team and is accountable for day to day performance management relevant to that project.

Scientific excellence

- Consistently delivers high quality, relevant research.
- Demonstrates science credibility as the senior author in refereed journals and conference papers/reports.
- Authors patents, designs, processes and other commercial material.
- Maintains an active involvement in the wider pastoral and genomic research communities.

Working with Partners and Stakeholders

- Works to build and maintain a strong culture of partnership with stakeholders, focussed on creation of impact in their sectors.
- Networks with and presents or contributes to formal presentations and seminars to industry stakeholders in the wider pastoral community.

Special Projects and Health and Safety

- Undertakes special projects and work plans towards understanding the life-cycles of lungworm and GI nematodes in deer.
- Ensures legislative compliance, (e.g. Department of Labour, HSNO, EPA Animal Ethics) and appropriate data security.

Person Specification

- Complies with Health and Safety Policies as set by AgResearch and legislature and at all times have consideration for the safety of themselves and others in the workplace.

Capabilities

The person best suited to this position will possess the following:

Education/Qualifications

- PhD degree in a field of biological sciences. Experience in undertaking research in a range of livestock parasites. Strong technical expertise in parasitology and experience in handling animals would be desirable.

Knowledge/Experience Required

This position involves research at the Post-Doctoral level to provide leading edge capability in the Animal Health Team. The programme requires a person with:

- Capability to apply sound scientific methodologies for all research, including literature searching, hypothesis-based experimental design and statistical analysis. Ability to follow rigorous development and documentation procedures for research protocols.
- Demonstrated experience at design, maintenance and execution of experiments.
- Experience or interest in developing population models
- Experience or interest in farming systems and operation
- Ability to work both independently and as part of a team.
- The ability to collate and interpret experimental data and effectively communicate findings and conclusions will be essential.
- Work with the AgResearch Statisticians at Grasslands to undertake basic statistical analyses as required.
- Ability to contribute to report writing and presentations.
- Willingness to write or contribute to writing manuscripts for publication and contribute to grant proposals.

Competencies required

Competency	Definition	Key behaviours
Values focused	Demonstrates an understanding of and commitment to AgResearch's Statement of Core Purpose and Statement of Corporate Intent as well as the values encapsulated in The Way We Work principles.	<ul style="list-style-type: none"> • Supports the organisation • Operates with integrity • Discloses own position • Remains open to ideas • Supports others • Maintains professionalism
Communicating	Clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.	<ul style="list-style-type: none"> • Organises communication • Maintains audience attention • Adapts to the audience • Ensures understanding • Adheres to accepted conventions • Comprehends communication from others
Collaborating	Works effectively and cooperatively with others; establishing and maintaining good working relationships	<ul style="list-style-type: none"> • Establishes good interpersonal relationships • Focuses on shared goals • Volunteers assistance • Shares information • Is self-regulating; • Shares success
Decision making	Secures and compares information from multiple sources to identify business issues; commits to an action after weighing alternative solutions against important decision criteria.	<ul style="list-style-type: none"> • Gathers and organises information • Selects the best alternatives • Demonstrates decisiveness/action • Involves others
Delivering results	Establishes courses of action for self and others to ensure that work is completed efficiently.	<ul style="list-style-type: none"> • Prioritizes • Determines tasks and resources • Schedules • Leverages resources • Stays focused • Takes responsibility • Establishes stretch goals

Person Specification

April 2017

Values

Adheres to “The Way We Work” principles:

- Maintaining Professionalism
- Sharing Responsibility
- Respecting Each Other
- Being Fair

These are our commitment to each other to foster and sustain a positive, friendly and supportive workplace that nurtures excellence, creativity and successful relationships.